

City of San Bernardino  
San Bernardino Police Department  
Interoffice Memorandum

To: Captain R. Maass

From:

Subject: Trainee Officer Fries

Date: 9-12-15

Copies:

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To whom it may concern, the following issues have arisen with Officer Fries' integrity, that should not be ignored.

On Saturday, September 05, 2015, Officer Fries arrived to work stating he had a sore throat and spoke in a hoarse voice. According to Officer Fries, his sore throat did not allow him to speak clearly or with any volume. (Watch Commander) and I decided to allow Officer Fries to take a comp day, due to the fact he wanted to be seen by a doctor. He left for the day advising that he was headed to urgent care and would return with a doctor's note.

On Sunday, September 06, 2015, Officer Fries arrived to work with slip in hand. The slip stated that Officer Fries could return to work with no restrictions. Officer Fries stated that he felt fine and had no issues, besides the volume of his voice. Officer Fries continued to speak in a hoarse voice and I believed it would be an officer safety issue if I allowed him to return to the field. My concerns were that if an issue arose Officer Fries would not be able to speak loud enough to request assistance. I then decided to have him take phone reports at the front desk.

Later in the day I was contacted by , who informed me that he had spoken to Officer Fries over the phone. He told me that Officer Fries no longer had a hoarse voice. I then decided to check on Officer Fries and wanted to see if he wanted to return to his training. As I spoke with him he had the same hoarse voice I encountered the past two days. I then contacted and asked him if he was sure Officer Fries appeared normal to him. confirmed that Officer Fries spoke to him in a normal voice without any restrictions.

I then noticed Officer Fries in the hallway in civilian clothes, leaving the station. I stopped him and asked him where he was going. He informed me he had a lump in his throat and that it had worsened. At this time, had exited the M.E.T. office and confronted Officer Fries about his tone of voice. noticed that Officer Fries was speaking to me in a whisper, hoarse voice, which was not he had heard. Officer Fries responded by stating that he could speak

normal lower tone. I then asked him who he had informed about leaving and he told me \_\_\_\_\_ (Watch Commander). Officer Fries stated he was headed to urgent care for treatment and would return the next day.

I then contacted \_\_\_\_\_ and he confirmed that Officer Fries had informed him that his condition had worsened and he was headed to urgent care. He told me he was going to decide what type of time he would take since he had no sick time, but would decide this later, since Officer Fries appeared concerned about his condition worsening.

On Monday, September 07, 2015, Officer Fries returned to work with a normal voice. I asked him if he was fine and he told me he was. He informed me that he had attended a different clinic and that this clinic was located in Riverside. He further stated that doctor had told him to take ibuprofen and if his condition worsened, to attend an E.R. This was now my last day of work for the week and I was now off for the next three days.

On Friday, September 11, 2015, I returned to work and now had to decide how Officer Fries was going to take his time off. I happen to see Officer Fries and requested to speak with him in the watch commander's office. \_\_\_\_\_ was also present when I spoke to Officer Fries.

When Officer Fries entered the office I informed him that I needed a slip for the sick day he had taken off, (September 06, 2015), when he left early stating he was headed to urgent care. Officer Fries stated he would provide me a slip and left the watch commander's office.

Approximately 3 minutes had passed with Officer Fries returning to the office. Officer Fries then told me he had not actually seen a physician and had been diagnosed by possibly a nurse. He further stated that they were closing, so he never made it in to see the physician and was told to take the ibuprofen and seek medical attention at the E.R. if it worsened. I told Officer Fries that a note from the nurse would suffice. He then told me he was not sure if this person was a nurse or someone working at the clinic. I asked him to provide me with whatever he had and he left stating that he would.

My suspicion is that Officer Fries is being deceitful and dishonest to due to the fact he had actually admitted to me he had not seen a physician. On September 07, 2015, he told me he had seen a physician and that this was a different physician from the day before. He followed that up with his treatment being ibuprofen and to seek an E.R. if it worsened.

On September 11, 2015, Officer Fries told me he would provide me with a slip; it was not until later he realized he could not produce the slip unless he had seen a physician. He returned to me and was now stating he had not actually seen a physician, but possibly a nurse. When questioned about the nurse, he again

informed me that he was not actually sure if it was a nurse or someone who was working at the clinic.

Officer Fries is a probationary employee who seeks permanent employment with the city of San Bernardino. My role as a F.T.O. supervisor is providing the city with quality professional employees who do not jeopardize the city or the Police Department. Office Fries has had several issues regarding his training and integrity which have been noted.

It is my opinion that we consider his future employment with the city of San Bernardino, due to his recent issues. These issues not only jeopardize the integrity of the department, but is opposite of what we are looking for in revitalizing the future of the city and department.

If there is any question feel free to call me and I will be available.

Respectfully submitted,

City of San Bernardino  
San Bernardino Police Department  
Interoffice Memorandum

To: Lt. M. Madden

From:

Subject: Officer Trainee N. Fries

Date: 09/12/2015

Copies:

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On 09/06/2015 at about 1415 hours I was in the MET Office and made a phone call from my cell phone to the front desk. Officer Trainee Fries answered the desk phone. I asked him to check and see if there was a package from Allstate Police Supply up there waiting for my pick up. We had a conversation about the package and its possible location there at the front desk. Eventually, I was able to explain to him the package would be on the front counter above where the paper police reports are. He checked around and did not locate it. The phone call ended. I recognized that as Fries was speaking with me he was talking in what sounded like his normal tone. He was assigned to work the front desk on this date due to the fact his voice was still hoarse and he was only able to speak in a "whisper" fashion. I suspected he was feeling better or he was being deceptive. Moments after our phone conversation he called me back from the desk line inquiring who I was and then told me he dialed the wrong number. [redacted] was made aware of the situation.

About ten minutes after he called me back [redacted] exited from the MET Office, saw Fries dressed in civilian clothes, and walking towards the exit doors in a hurriedly fashion. I heard [redacted] get his attention and then began talking with Fries in the hallway outside the MET Office door. I could hear Fries whisper talking to [redacted]. At this point I walked out of the MET Office. [redacted] asked Fries where he was going. Fries informed us he was unable to work due to his throat feeling worse. He explained he was feeling a "lump" on the side of his throat that was causing more pain. He said he was going to urgent care to be seen by a doctor. I confronted Fries. I told him I just talked to him on the phone and he was speaking normal. Then he tucked his chin down towards his upper chest. He looked back up at me with his eyes and said he could still speak somewhat but in a low tone. He never made us aware of this until this moment. However, I do not believe even the way he was now telling me he could talk was even close to how he was talking on the phone.


The day before on 09/05/2015, I had to have a conversation with Fries in the FTO Office in order to find out why he did not have a Forensic Specialist process a couple suspect's shoes from a call where I had directed him to do so. During this entire conversation he

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was talking to me in a whisper fashion and made no attempt to speak with any tone in his voice as he was now telling me now in the hallway.

I generated this memo to document the incident in the event there may be future incidents where Fries' honesty could be questioned.

**City of San Bernardino  
San Bernardino Police Department  
Interoffice Memorandum**

**To:** Officer Fires  
**From:** Captain Ron Maass   
**Subject:** Administrative Leave Order  
**Date:** September 14, 2015  
**Copies:** Internal Affairs

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You are being placed on administrative leave with pay. Your administrative leave status will commence immediately, and continue until you are so notified.

While you are on administrative leave, your working shift will be 0700 to 1700 hours, Monday through Thursday. During this time, you will be required to make yourself available for recall to the station in no more than 30 minutes.

**Employee Contact** \_\_\_\_\_.

You are required to call my office at 384-5600 at 0800 hours, Monday through Thursday. If I am unavailable, you may leave a message with the administrative secretary. If you change your residency (i.e., move), you will notify my office immediately of your new address and telephone number.

During the course of your administrative leave, you are prohibited from exercising your police officer powers. You will take no action as a police officer. However, you are still legally obligated to respond to all subpoenas. Upon receipt of this memorandum, you will turn over to me the below listed department issued equipment.

  
\_\_\_\_\_  
Officer

9-14-15  
Date

\_\_\_\_\_  
Witness

9-14-15  
Date

**Equipment Turned In:**

1. ID/PRAC Cards <u>X</u>	2. Weapon <u>REY087</u>
3. Badge/Flat Badge <u>X</u>	4. OC Canister <u>X</u>
5. SWAT Weapons <u>—</u>	6. Radio <u>1H 740953</u>
7. Keys <u>X</u>	8. Taser <u>X00364455</u>